

Trendlines

November/December 2007

Perspectives on Utah's Economy

Baby Boomers!

- Can Boomers Afford to Retire?

- How Will Boomer Retirements Affect Nonurban Utah?

- The Dot-com Bust
VS.
the Housing Bust

Manufacturing Rebound

Jobs that are a major contributor to Utah's economic vitality



Department of Workforce Services

Trendlines

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Trendlines

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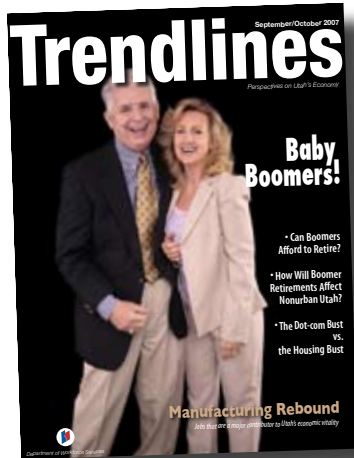
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Baby Boomer Issue

The Baby Boom generation ("Boomers") were born between 1946 and 1964. This issue includes articles outlining the impact of Baby Boomers on our economy and our society.

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Manufacturing Rebound



These jobs are a major contributor to the economic vitality that Utah currently enjoys.

Utah's labor market, with strong job growth and extremely low unemployment, is expanding at a healthy pace across all major industrial sectors. In fact, economic conditions are better now than at any time in the last ten years.


Just a few years ago the economic landscape was very different. In 2001, both nationally and in Utah, job losses were the order of the day. Recession, higher unemployment, and post-9/11 fear of terrorism were weighing heavily on the U.S. and Utah economies. The labor market continued to struggle throughout 2002 and 2003.

No major industrial sector was more significantly impacted than manufac-

turing. In January of 2001, Utah had 125,392 manufacturing jobs. Manufacturing employment dropped to a low of 111,280 in March of 2003, losing 14,112 jobs or 11.3 percent over 26 months. Most types of manufacturing were negatively impacted, including aerospace, fabricated metals, printing, machinery, apparel, medical supplies, and chemicals.

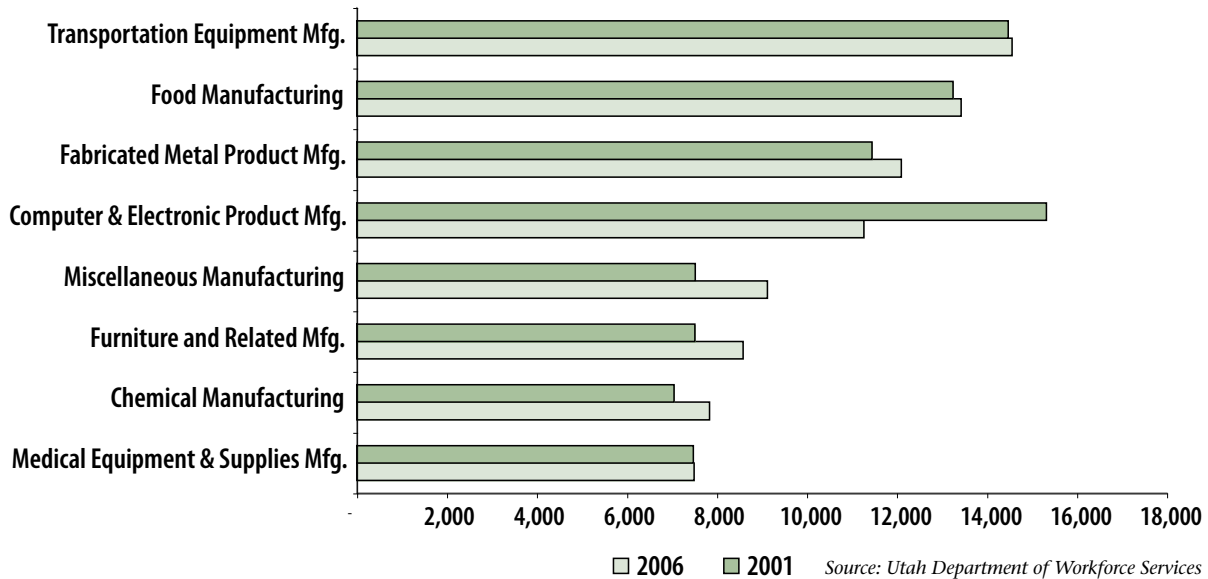
By far the most heavily impacted type of manufacturing, with the most job losses, was computer and electronic product manufacturing. At the beginning of 2001 there were 16,641 jobs in this industry. By March of 2004 there were about 10,700 remaining, the industry shedding almost 6,000 jobs.

The manufacturing industry stabilized during 2003 and has produced employment gains for the past three years. In March of 2007, overall manufacturing employment in Utah was 126,550, recovering all of the jobs lost during the recessionary period. Employment in computer and electronic manufacturing is growing, but has only regained about 1,700 of its 6,000 lost jobs.

Currently, employment in manufacturing is expanding at 4.3 percent compared to a year ago, with 5,200 new jobs. These jobs are a major contributor to the economic vitality that the state currently enjoys. 

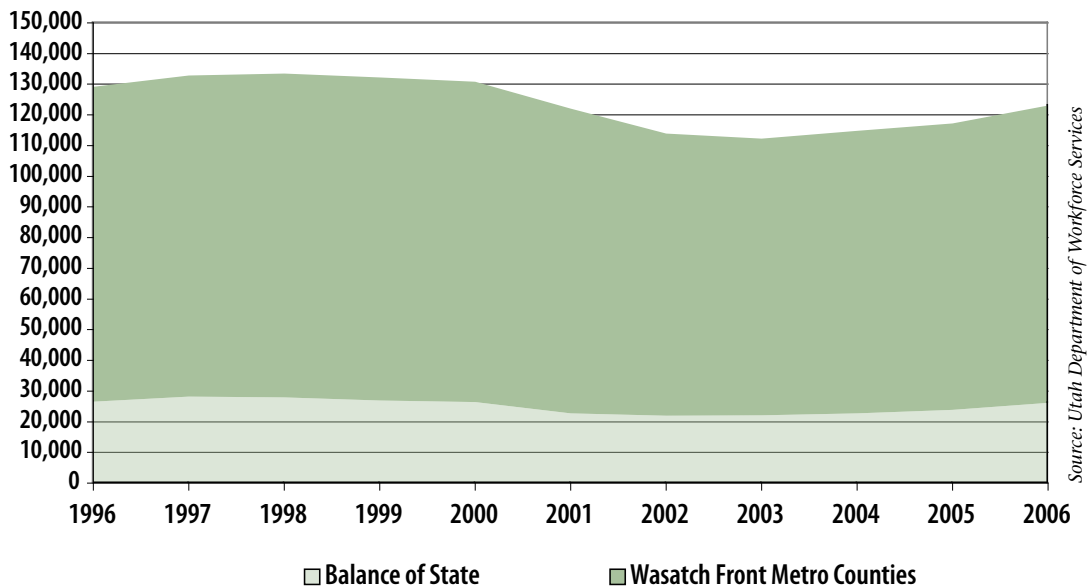
Jobs

in the Eight Largest Manufacturing Sectors in Utah



Manufacturing

Employment in Utah



Salt Lake, Utah, Davis, Weber, Tooele, Summit, Juab, and Morgan.



The Baby

Identification and Influence

Following World War II, the United States experienced an unusual spike in birth rates. This phenomenon commonly became known as the Baby Boom. The Baby Boom generation (“Boomers”) generally includes persons born between 1946 and 1964. Boomers presently make up about 20 percent of the United States population, and their influence dominates not only the economic, but also the social and political landscape of the nation. In acknowledgment of their size and influence, Baby Boomers are the feature of this edition of Trendlines.

A large part of the Baby Boom was an after-effect of World War II. Bombed-out cities and fractured economies worldwide increased the need for goods and services in unprecedented amounts. The United States largely found itself standing alone in both the ability and the desire to rebuild these nations. Consequently, the United States switched from making wartime provisions to cranking out goods and materials for export and to respond to rising domestic consumer demand. This led to an unprecedented bubble of vigorous United States economic growth that did not diminish until the late 1960s. Furthermore, the post-war G.I. Bill enabled a record number of people to attend college and obtain advanced degrees, increasing the nation’s knowledge, innovation, and creativity. This led to higher incomes for families, allowing them the resources to provide for more children.

Right from their beginning the Boomers swayed the United States economy. Their size was so influential that they changed the face of advertising, marketing, and consumerism—and this before they even earned their first dollar. As Boomers grew and entered the labor force, the United States economy was forced to swell like never before to accommodate this new wave of workers. And it wasn’t just the size of this labor pool the economy had to accommodate, but also increased female participation. Female Boomers became much more active paid labor force participants than had any previous female generation.



“Postwar Baby Boom” by C. Alajalov graced the cover of the Saturday Evening Post on November 2, 1946. ©1946 SEPS: Licensed by Curtis Publishing, Indianapolis, IN All rights reserved. www.curtispublishing.com

One of the largest and possibly most telling influences the Boomers have had on the economy is what they didn’t do—that is, reproduce themselves at the same rate as previous generations. Boomers just didn’t have as many kids as their parents. Boomers “stretched” the United States economy, forcing it to accommodate their vast numbers, but they

Boom

Boomers swayed the U.S. economy changing the face of advertising, marketing, and consumerism.

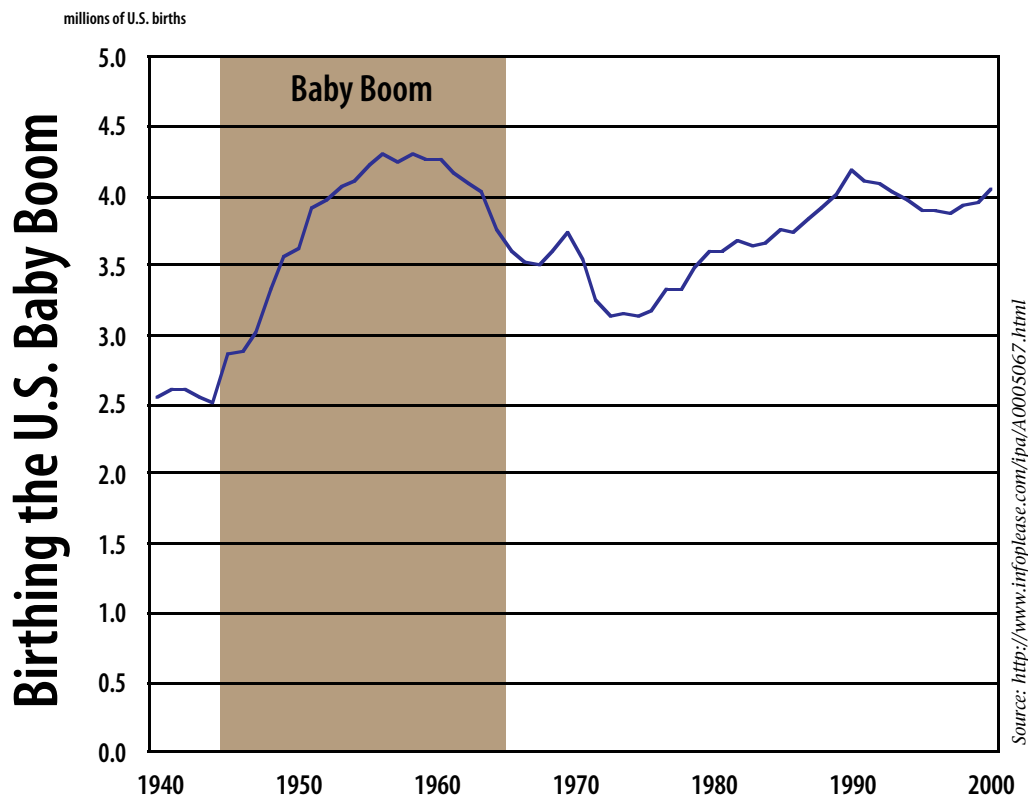
haven't produced enough children to sufficiently allow the economy to remain stretched once they are gone. That void hasn't been very pronounced yet, as Boomers are still actively in the labor force. But we are seeing the initial stages of tight labor availability across the nation. It is also being manifested with a growing (and controversial) level of in-migration trying to fill this void, and predicted shortfalls to hit the Social Security system.

Many Boomers were big on advancing individual freedoms and choices. One

area where that philosophy found an economic outlet was in women's choices and how they approached their status in the paid labor force. In large numbers, women chose to become more active in working for wages outside the home, like their male counterparts. That, in turn, was one of the causes of a noticeable delay in family formations and declining birth rates.

Boomers aren't finished influencing the economy. Another chapter is yet to be written on how retiring Boomers will alter and shape the nation's economy.

Having aged into their 40s, 50s, and 60s, Boomers dominate the nation's wealth. They are in their peak earning years, and their life-cycle has matured to where their spending patterns will once again change. Consumerism will undergo another transition. Ahead lie developing retirement industries and expanding social needs challenged by possible labor market shocks as Boomers leave the labor force en masse. It is yet to be seen how that economically plays out, but one thing is for sure: even to the end, the Boomers will be influencing the United States economy. ⓘ



What Labor Shortage?

Utah may be in better shape than the rest of the nation as boomers start to retire.



After World War II, a number of changes contributed to a rise in birth rates resulting in what was popularly termed the “Baby Boom.” The approximately 76 million individuals born in this period (between 1946 and 1964) began entering the labor force in the 1970s. It was during this time that the economic effects of this demographic began to surface. According to the Bureau of Labor Statistics (BLS), in 1978 Baby Boomers comprised 45 percent of the labor force.

One of the long-standing labor market issues has been a predicted labor shortage as Baby Boomers reach retirement age in large numbers between 2011 and 2029. There is considerable debate as to how serious an issue these pending retirements will be for the U.S.

economy with so many experienced workers leaving employment in a relatively

short time. This shortage may place a large burden on the remaining workforce and hamper economic growth.

The Utah population has very distinctive demographics compared to the United States because of a persistently higher fertility rate and significant net immigration. High fertility rates generally lead to a bottom-heavy age pyramid, and

Utah has the highest birth rate of any state in the U.S. (see graph). According to the Census Bureau’s annual American Community Survey, there were 55 births per 1,000 women aged 15 to 50 nationally in 2006. The Utah birth rate was 51 percent higher with 83 births per 1,000 women. As a result, the age structure of the Utah labor force is very different from that of the rest of the country (see graph).

In 2006, 40 percent of all workers in the nation were 45 to 64 years of age. In Utah this same figure is much lower, with only 32 percent of the employed aged 45 to 64 years. Comparing younger workers aged 16 to 44, the national proportion was 59 percent and Utah had 67 percent. Clearly Utah’s labor force will not experience as rapid a loss of experienced workers with Boomers retiring, as in the nation as a whole.

The labor shortage is projected to affect certain industries and higher-skilled occupations more than others. Businesses should be prepared to implement some type of plan to retain older workers. Offering more flexible hours to older workers and developing mentoring programs to ensure the transfer of skills, experience and institutional knowledge can accomplish this. Congress passed legislation increasing the age at which retirees can receive full Social Security retirement benefits in 1983, with the intended effect being to inspire workers to stay in the labor force longer. With efforts in both the public and private sectors, the negative effects of the Baby Boomers leaving the workforce can be minimized.

However, if labor shortages develop around the U.S. as many expect, then businesses may have an incentive to locate in Utah where a more abundant and younger labor supply exists, or they may entice Utah workers to leave the state and locate in other parts of the country where their services are needed. ❶

2006 Birth Rate per 1,000 Women 15 to 50 Years of Age by State



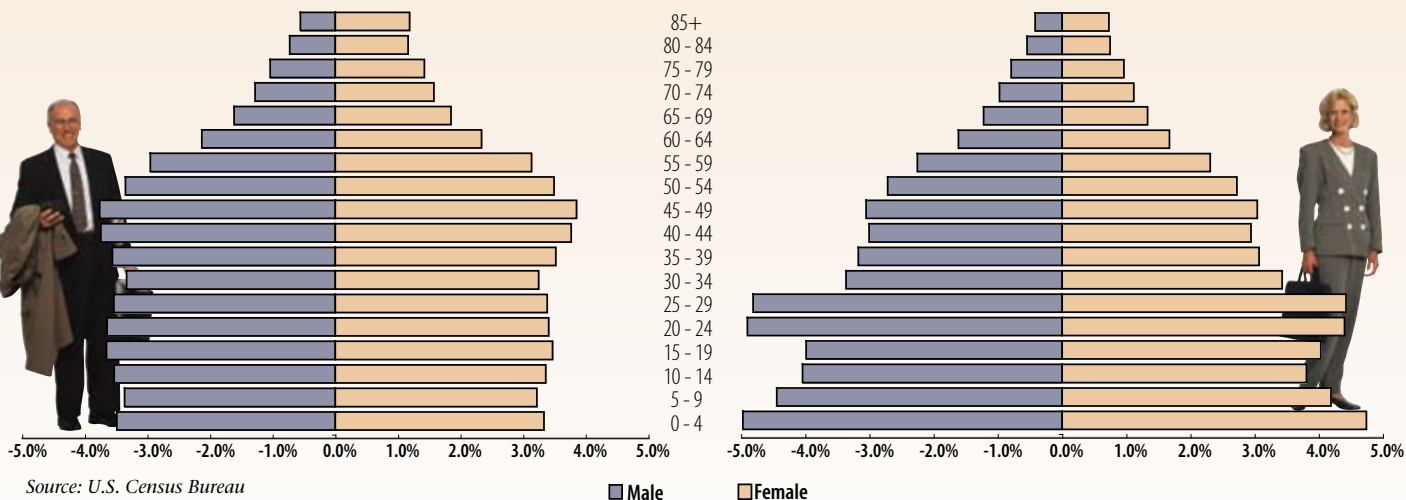
Source: U.S. Census Bureau, American Community Survey.

Percent of Total Population By Age

U.S. Percent of Total Population by Age: 2006

Ages

Utah Percent of Total Population by Age: 2006



Source: U.S. Census Bureau

Male Female

Can Baby Boomers

Mixed messages abound but the bottom line is those who have planned well will be better off than others.

Baby Boomers, including me, are getting close to those “golden years.” But will they really be golden? Will we have enough resources to enjoy the time we’ve worked so hard to get to and is so close? Boomers are by far the largest cohort in the population and have had a greater economic impact on our society than any other so far. Are we ready to go? Not so fast! Some of us, and that maybe more than just a few of us, are probably not going to completely drop out of the labor force.

First Things First

Baby Boomers are those folks born during the 18-year span between 1946 and 1964. Some of us older Boomers have turned 60 and are rapidly approaching the magic retirement day. Many are doing this kicking and screaming! Many are suddenly getting the wake-up call that retirement is only single-digit years away and are panicking because they have improperly prepared financially for not working. The first Baby Boomer can collect actuarially-reduced Social Security benefits in 2008 (age 62) and full benefits (at age 67) in 2013. The question is, are Boomers financially ready to retire? The answer is, maybe.

Much study has been conducted addressing this important question. One group says that Boomers have been so consumption-oriented (not saving) that they have been myopic in their planning and will not be able to stop working and completely retire. They will have to supplement their often meager Social Security income, little or no savings, and no pension,

with a part-time job. Work will be out of economic necessity. Obviously, some will opt to work, not only for the money, but for something to do. For the unprepared Boomers the largest asset is their houses. Although often of substantial value, a house is not a highly liquid asset for use in paying living expenses.

On the Other Hand...

More than a few researchers paint a brighter picture of the financial well being of Boomers. One study* by the American Association of Retired Persons (AARP) analyzed data from the Federal Reserve Board’s Survey of Consumer Finances (SCF). The SCF provided information on Baby Boomers’ median net worth, excluding Social Security benefits and defined benefit pension benefits.

The AARP’s study segmented the Baby Boomers into five smaller age cohorts of about four years. The results of this look at median net worth are shown in the graph. Clearly, older Boomers have substantially more net worth than younger Boomers. This is not surprising since older Boomers have had more time to accumulate wealth.

When you look at just the oldest Boomers (born between 1946 and 1949) the median net worth in 2004 (the last year in the study) is \$179,000 including the value of home equity (about \$110,000 excluding home equity). If you assume that those oldest workers (ages 55 to 58 in 2004) accumulate another six years of wealth at the same rate of growth in net worth that they did from 1989 to 2004, the

total median net worth would be about \$350,000 including home equity and \$175,000 excluding home equity.

Is that enough? If you add Social Security benefits and assume an adequate pension, perhaps. It’s too difficult to tell with any certainty. Suffice it to say some Boomers will be much better off than others. Those who have planned well will be better off. For the majority of us our retirement resources will be in many forms: Social Security, savings accounts, tax-deferred savings (401(k)s), defined benefit pension plans, and other related income.

Regardless of how well prepared we are there are some givens we must acknowledge.

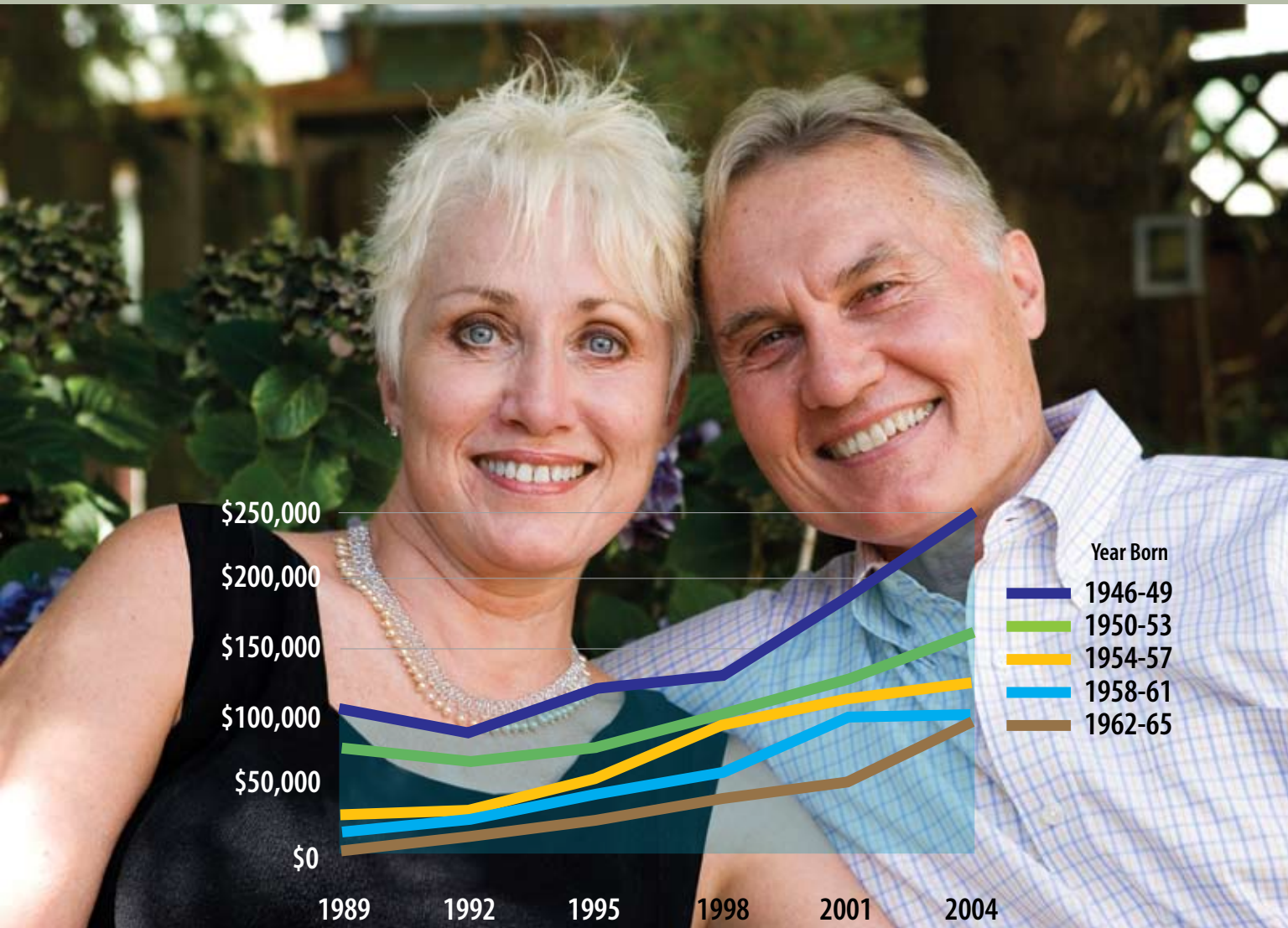
First, Boomers face greater investment risk in their retirement plans, as self-directed 401(k) plans have replaced defined benefit pensions in retirement asset portfolios. Second, Boomers’ life expectancy is greater than that of their predecessors, so they will need more resources to sustain a longer retirement. Third, healthcare costs are higher than ever and rising, and over time place a larger and larger burden on successive generations of retirees. (Delorme, Munnell, and Webb, 2006)

Remember the old adage: Those that fail to plan, plan to fail. So plan! 📌

For more information go to <http://www.aarp.org/research/reference/boomers/>

*Boomer Wealth: Beware of the Median, Research Report, John Gist, AARP Public Policy Institute, September 2006.

Afford to Retire?



Source: Federal Reserve Board Survey of Consumer Finances, 1989-2004

Median Net Worth of 4-Year Boomer Cohorts
in Constant (2004) Dollars
1989-2004

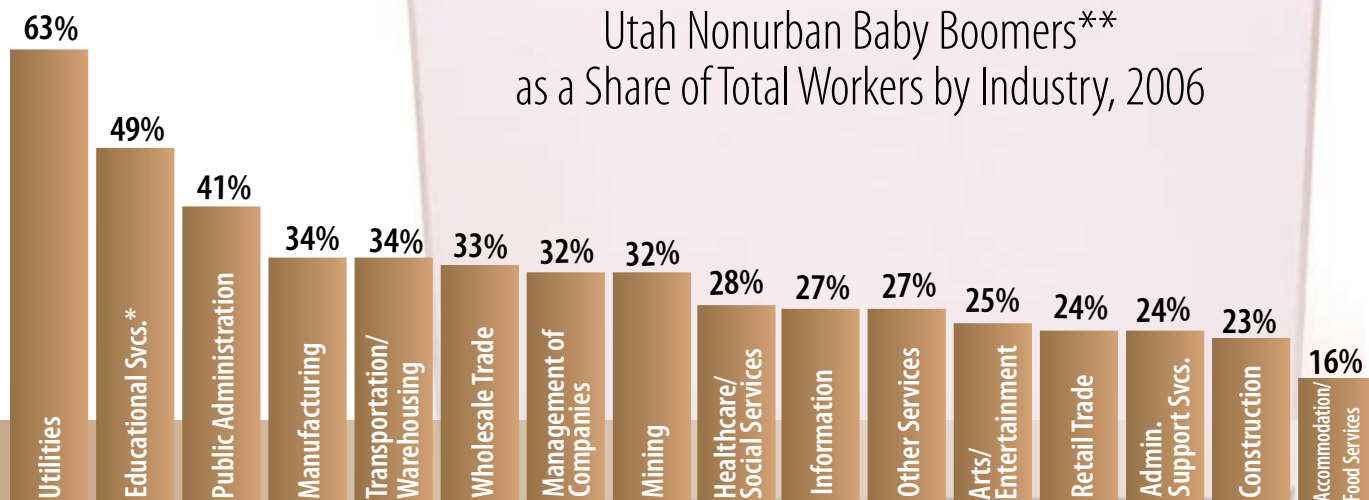
Who is at Risk?

for Baby Boomer
Retirements in
Nonurban Utah?

*A Quick Industry
Analysis*



Utah Nonurban Baby Boomers**
as a Share of Total Workers by Industry, 2006



*Includes private and public employment.

** Includes workers aged 44-64 in Utah counties exclusive of Utah, Salt Lake, Davis, and Weber.

Source: U.S. Census Bureau; Longitudinal Employer-Households Dynamics.

If you're a guy and you used to have long hair but now you're longing for hair, you just might be a Baby Boomer. If you're a gal and you recently heard your favorite rock song from high school in the elevator, you just might be a Baby Boomer. This age group has dominated the U.S. demographics since their birth following World War II. And just last year, the oldest Baby Boomers turned 60. Yes, it's time to start thinking about retirement all you Boomers!

Where are They?

While the Boomers' retirement may not have a significant effect overall in Utah, certain counties—particularly outside the Wasatch Front—are vulnerable. So, it just may be time for someone besides the Boomers themselves to start planning for their retirement. In nonurban Utah, several industries and counties are particularly vulnerable. These areas with high concentrations of Baby Boomers include Emery, Daggett, Kane, Millard, Piute, and San Juan counties.

The Highest Risk

The utilities industry ranks number one on the vulnerable industry list. A whopping 63 percent of utilities workers off the Wasatch Front are between the ages of 44-64—all of them headed for retirement in the next 20-plus years. Overall, only 30 percent of non-Wasatch Front workers are included in this age group. However, for most nonurban counties, utilities workers are few. Only Millard, Emery, Carbon, and Uintah counties have a significant number of utilities jobs.

More Importantly...

Of greater significance is the age structure of the industry that educates nonurban Utah. Roughly half of all employees working in education (public and private) are between the ages of 44 and 64. In 19 of the 26 counties outside the Wasatch Front, education shows the highest concentration of Baby Boomers. In another five counties, education displays the second highest industrial concentration of Boomers. And in the remaining two areas, education shows the third highest concentration of Boomers. Currently, many school districts already complain of a teacher shortage (although, we economists contend that there are no labor shortages only wage shortages). Without planning, what will happen to our education system in the next 20 years?

Education accounts for a much larger share of total employment than does the utilities industry. In many nonurban counties, the school district is the largest employer. Obviously, the retirement of Baby Boomers from this industry will have a huge economic impact on areas outside the Wasatch Front. The public sector typically responds

more slowly to market changes in wages than the private sector does. Without appropriate planning and funding, the educational shortage seems likely to become increasingly more pronounced.

What Baby Boomers?

Other industries and counties may not even notice the Boomers' departure. The accommodation/food services industry employs only a small portion of Baby Boomers. In addition, construction, retail trade, and the arts/entertainment industries are full of younger workers. Cache, Iron, Summit, Wasatch, and Washington counties all show Baby Boomers below the 30-percent average. Perhaps a college/university and good skiing are the keys to a younger workforce in nonurban Utah. ⓘ

The industry at the highest risk for losing a large number of retiring baby boomers is the utilities industry, followed by the educational services industry in nonurban Utah.

Missing History's Lesson

The Dot-com bust

VS.

the Housing bust

I find it amazing how history can repeat itself—especially negative history. The on-going national housing correction and mortgage meltdown is the current harmful lesson being repeated. What makes it even more amazing is the closeness to the previous negative dot-com bubble from which we should have learned our lesson.

I'm not talking about comparing the current housing bust and correction to a previous housing bust. Instead, I'm talking about the dot-com bust of just a few years ago. We rapidly repeated throwing excess money into a seemingly never-ending economic environment (housing price appreciation), using indiscriminant financing to perpetuate it. The dot-com's technology euphoria and consequential stock market bust were only a year or two removed. Because of that, one can't even say that those lessons were forgotten. Instead, they apparently weren't even learned.

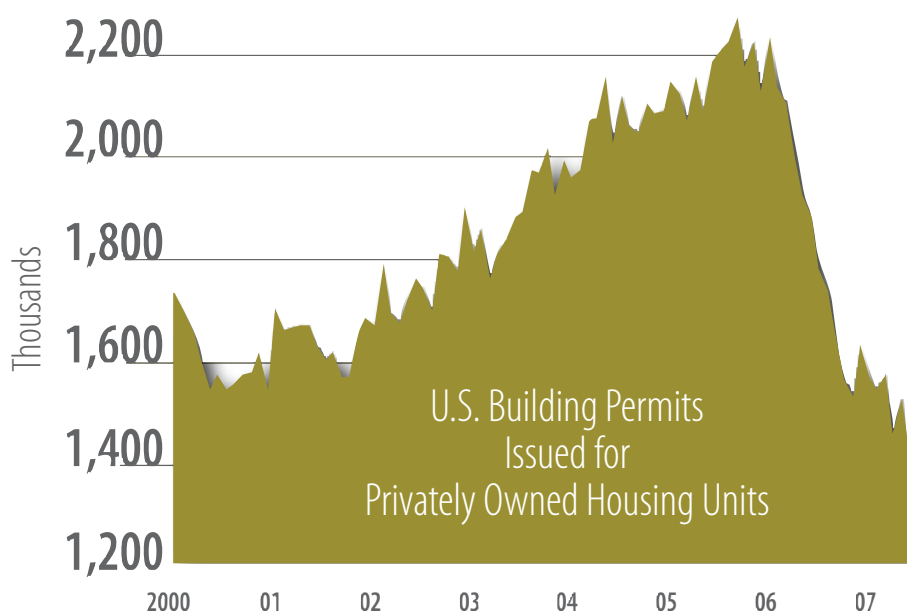
In the late 1990s, the stock market was soaring, and nascent companies with no net earnings at all had exponentially rising stock values. Armchair investors were getting rich. It was becoming evident as early as 1998 that the stock market's rise was based on false value and speculation. But it took another

two years before rationality finally stepped in and brought that market crashing back to Earth.

The dot-com bust and the housing bust are similar in that the flight of investment money from the former helped feed the rise and subsequent fall of the latter. What we should have seen as the pair's common denominator (and thus the housing market's early

warning sign) was the lengthy and irrational price rise that characterized each sector's appeal. The exponential rise in the dot-coms' asset values should have taught us that exponential rises are not only irrational, but always lead to a bust. Was there a lesson we should have learned?

It seems we didn't, because from there we moved right into the housing



Source: U. S. Census Bureau. Seasonally-adjusted.



debacle. We picked up the dot-com template of soaring prices and mindless euphoria and laid it upon the housing market—same scenario, different setting. Home prices in many markets rose by up to 50 percent in just a few years simply by sitting still. Shouldn't this have looked familiar? Apparently not; builders and investors kept going.

It should have been obvious to anyone watching the news early on that the housing market was going down a

path similar to the technology assets. How could the market professionals not have seen this? There were enough foresighted economists early on voicing their warnings. It's not like no one saw this coming. But their audience regarded them as only noise in the wind. It seems that the smell of easy money has a very enticing aroma—one with the ability to dull the other senses.

Unfortunately, housing's consequences could look much like the dot-coms'

landscape. Oh, maybe we won't slip into recession with a prolonged job-loss recovery like the dot-com fallout (since housing woes are more regionalized), but housing and its finance sectors are already a drag on the nation's economic performance. And, there is another round of sub-prime loans set for first-payment resets next year. Hold on. This might be just the beginning. ⓘ

Administrative Support Jobs

Are you looking for a career where you can work in a professional office, but need only about a year's worth of on-the-job training beyond high school? If you have the skills (keyboarding, active listening, phone etiquette, critical thinking, coordination, time management) you can probably land an administrative support job, such as a secretary, general office clerk, receptionist, payroll clerk, purchasing clerk, accounting clerk, or other type of office clerical worker.

Administrative support occupations are found in all industries. Typically, an employer will want you to be able to perform routine clerical and administrative functions such as organizing and maintaining paper and electronic files, providing information to callers, scheduling appointments, answering and routing telephone calls, etc. In addition, because you are usually a customer's first contact in the office, you'll need to be well-groomed and dress professionally, use proper

grammar, use office machinery, know basic math, and have good customer service skills. The setting is usually pleasant and comfortable, and the work is mostly sedentary, without a lot of physical labor or hazards.

Wages for administrative support occupations vary by location, industry, job title/duties and your qualifications. Inexperienced secretaries (excluding legal, medical and executive) in Utah generally earn around \$9.00 per hour. General office clerks may earn \$7.50 an hour. Experienced secretaries average \$12.70 an hour, statewide. Benefits offered, such as medical insurance, vary widely for administrative support occupations. Some employers will offer no benefits for this occupation. Generally, larger companies are more likely than small ones to offer benefits to clerical workers.

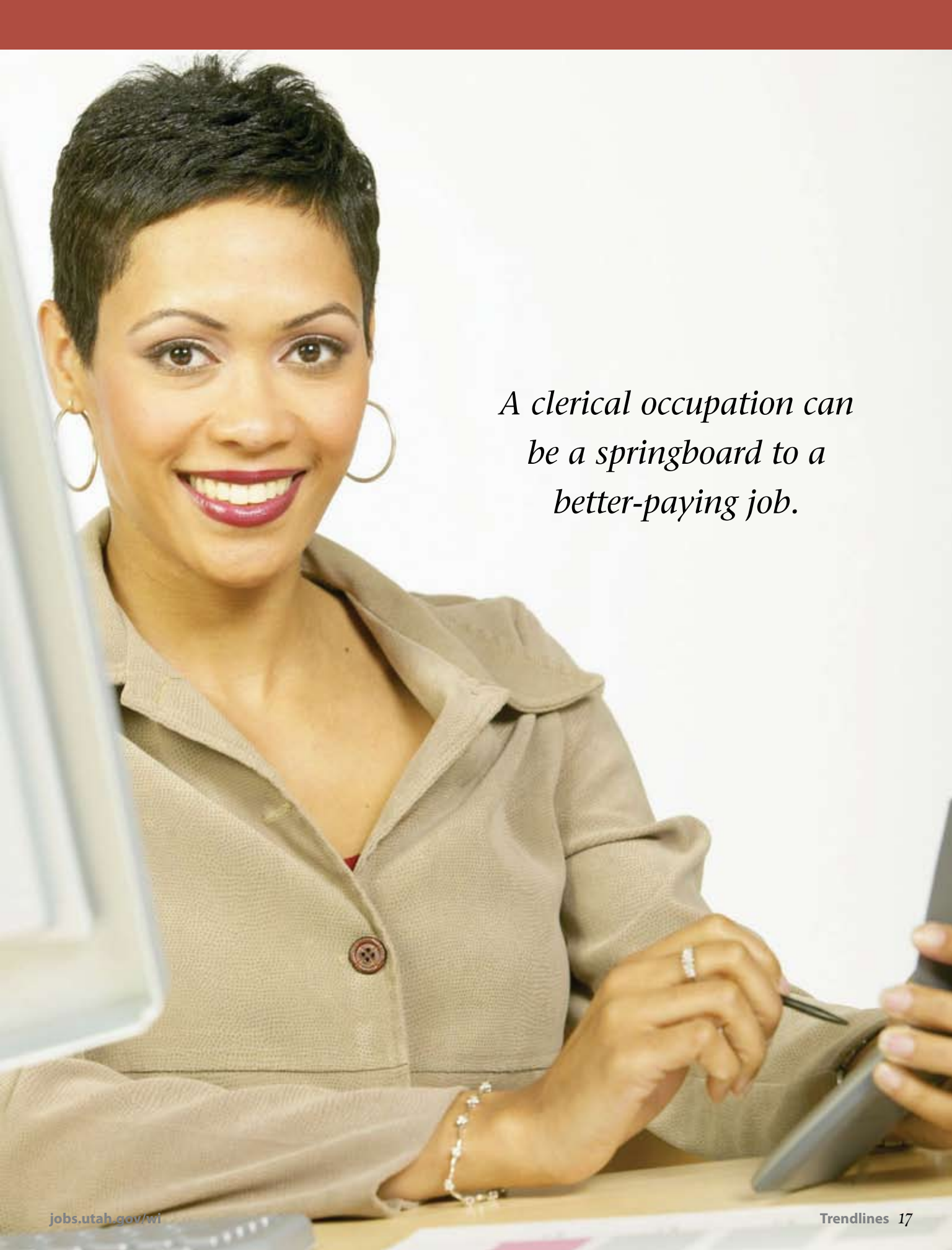
While the pay is fairly low, a clerical occupation can be a springboard to a better-paying job. If you are a hard

worker, dependable, able to multi-task and get along well with others, you may be able to hone your skills (or get a bit more education). Then you could become a legal, medical or executive secretary, an office manager or get another, better-paying job.

Secretaries, receptionists, clerks and other clerical workers are needed everywhere, so many job openings in this field may be available, regardless of location. Training is usually on-the-job, although you probably are expected to know how to type and use a computer before you apply. A positive, helpful, eager-to-learn attitude will go a long way to job success in this field. ⓘ

To find out more about different kinds of administrative support jobs, log in to jobs.utah.gov/wi, click on the UEDV icon, then on the Utah Occupational Explorer.





*A clerical occupation can
be a springboard to a
better-paying job.*

Working Boomers:

Looking Back and Leaping Forward

Throughout this issue of *Trendlines* you will find articles outlining the impact of Baby Boomers on our economy and, indeed, our society. This generation of Americans is, in many ways, different from those who came before it. However, are they really that different when it comes to the kind of work they do? Intuitively, we might assume that occupations of workers ages 43 and above (the youngest Baby Boomers turn 43 this year) have changed much in the last century. Certainly the economy of the United States has changed drastically in 100 years and we would expect this to impact the opportunities of Baby Boomers. But, is this really the case?

To explore this issue of occupational change over time for people ages 43 and above, we will use Census microdata from 1900 and 1950 constructed by the Minnesota Population Center's amazing IPUMS program and the latest 2006 microdata from the American Community Survey.


Before we can get started though, it is important to note that, when looking at historical Census data, occupational titles from any given year may differ wildly. For example, in 1900, a cooper (barrel maker) was an important occu-

pation. But by 1950 the occupational coding structure didn't have a need for coopers as that occupation had largely disappeared. The same holds true, in reverse, for new occupations that didn't exist in the first half of the century, but are prominent now: for example, computer programmers, network analysts, and biochemists.

Looking at the top ten largest occupations for men and women 43 years old and over in 1900, 1950, and 2006 we see some interesting trends. Perhaps most telling is that farmers no longer dominate the labor market of the United States. In 1900, a very large number of men and women in the Baby Boomer-like age group were farmers or, at the very least, worked on a farm as laborers. Another changing trend is that male Baby Boomers today are much more likely to work in management positions than in the past, when trade employment was more evident. While some trade occupations have remained important throughout the century for men—carpenters, for example—most have seen their share of employment decline.

For women, there has, interestingly, been a lack of change in some of their top occupations. A quick look at the

top ten occupations for the three years selected show that for women, “pink-collar” jobs have played a dominant role throughout the past century. For example, nurses, teachers, secretaries, maids, and housekeeping workers appear in nearly every list. And, while men have increasingly found employment in the highest ranks of management, the largest management occupations for women have been first-line supervisors and managers of office and administrative workers, and of retail sales workers (in a sense, managing workers in occupations also largely dominated by women).

What are we to make of this? Well, it is important not to read too much into a simple exercise such as this one. Clearly, people sharing the same age as today's Baby Boomers have worked in many different occupations over time. However, it is also clear that there has been an interesting—perhaps unnerving—amount of continuity of some trends, especially for women. What will the future hold for today's Baby Boomers? That is hard to say, but it is likely that in 50 years people will look at data from this era and remark at how quaint the occupational mix was. 

While men have increasingly found employment in the highest ranks of management, the largest management occupations for women have been first-line supervisors and managers.

Top Occupations for Men Ages 43 and Above



Time Period	Occupation
1900	
	Farmers and planters
	Laborers (n.e.c.)
	Agricultural laborers
	Carpenters and joiners
	Employees of railroad companies
	Miners
	Draymen, hackmen, teamsters, etc.
	Blacksmiths
	Traders and dealers (n.e.c.)
	Painters and varnishers
1950	
	Farmers (owners and tenants)
	Managers, officials, and proprietors (n.e.c.)
	Operative and kindred workers (n.e.c.)
	Laborers (n.e.c.)
	Salesmen and sales clerks (n.e.c.)
	Clerical and kindred workers (n.e.c.)
	Carpenters
	Farm laborers, wage workers
	Foremen (n.e.c.)
	Mechanics and repairmen (n.e.c.)
2006	
	Driver/sales workers and truck drivers
	Miscellaneous managers including postmasters and mail superintendents
	Janitors and building cleaners
	First-line supervisors/managers of retail sales workers
	Chief executives and legislators
	Retail salespersons
	Carpenters
	Sales representatives, wholesale and manufacturing
	Laborers and freight, stock, and material movers, hand
	First-line supervisors/managers of construction trades and extraction workers

Note: (n.e.c.) denotes a group of occupations that can't be specifically identified due to the constraints of the occupational structure used. Source: Minnesota Population Center, IPUMS data; American Community Survey.

Top Occupations
for Women on the
following page

Top Occupations for Women

Ages 43 and Above

Time Period	Occupation
1900	
	Farmers and planters
	Domestic servants
	Launderers and laundresses
	Milliners, dressmakers, and seamstresses
	Boarding- and lodging-house keepers
	Agricultural laborers
	Nurses
	Teachers and scientific persons
	Laborers (n.e.c.)
	Officials and employees of trade and transportation companies (n.e.c.)
1950	
	Operative and kindred workers (n.e.c.)
	Private household workers (n.e.c.)
	Salesmen and sales clerks (n.e.c.)
	Clerical and kindred workers (n.e.c.)
	Teachers (n.e.c.)
	Managers, officials, and proprietors (n.e.c.)
	Stenographers, typists, and secretaries
	Bookkeepers
	Service workers, except private household (n.e.c.)
	Cooks, except private household
2006	
	Secretaries and administrative assistants
	Registered nurses
	Elementary and middle school teachers
	Bookkeeping, accounting, and auditing clerks
	Nursing, psychiatric, and home health aides
	Retail salespersons
	Maids and housekeeping cleaners
	Cashiers
	First-line supervisors/managers of office and administrative support workers
	First-line supervisors/managers of retail sales workers

Note: (n.e.c.) denotes a group of occupations that can't be specifically identified due to the constraints of the occupational structure used. Source: Minnesota Population Center, IPUMS data; American Community Survey.



women



Finally, a convenient online source
for information about Utah labor law!

Employer 101
Labor Law Basic Training

**Now
online!**

- Access training on your computer anytime*
- Obtain correct and up-to-date information
- Get resources to assist you in complying with Utah employment labor laws

jobs.utah.gov/edo/laborlaw/

- Fair Labor Standards Act (FLSA)
- Anti-discrimination and Harassment
- Utah Wage and Hour Laws
- and more!

****High Speed Internet Connection Required to View Training: Cable, Satellite or DSL***

Latest version of the Adobe Flash® Player is required to view these training segments on your computer.

Sponsored by the Utah Department of
Workforce Services



in partnership with the
Utah Labor Commission and the U.S.
Department of Labor




Summit County

Summit County is a major tourist destination and recreational mecca. The Park City area hosted many 2002 Winter Olympic events and continues as a winter sports training center. In addition to the world class skiing resorts located in the area, Park City

hosts the Sundance Film Festival each year during January.

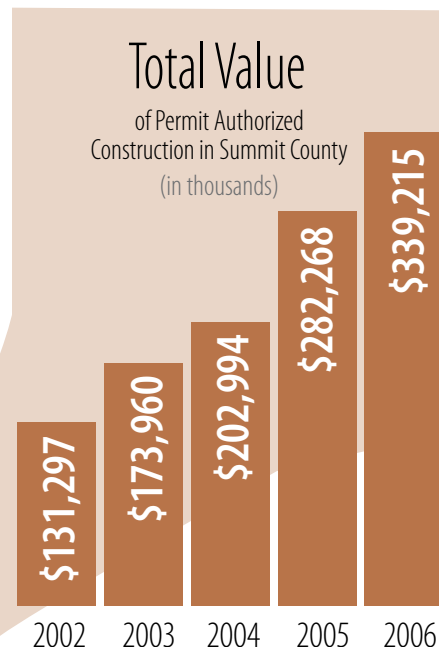
As an “urban fringe” county with commuting times of less than 30 minutes to Salt Lake City, Summit County has become a haven for people

seeking to locate in a scenic, alpine setting within close proximity of urban amenities. In addition, urbanites along the Wasatch Front flock to the county for its winter and summer recreational activities. 



Did you know?

- Jobs in the leisure and hospitality industry comprise 35 percent of nonfarm employment in Summit County. The statewide average is 9 percent.
- Forty-six percent of Summit County residents over the age of 25 have at least a Bachelor's degree, according to the 2000 Census—the highest percentage of any county in Utah.
- Summit County per capita personal income in 2005 of \$50,542 was 185 percent of the Utah state average.
- Since 2002, the total value of permit-authorized construction in Summit County has grown on average by 26.8 percent per year.



Source: University of Utah Bureau of Economic and Business Research.

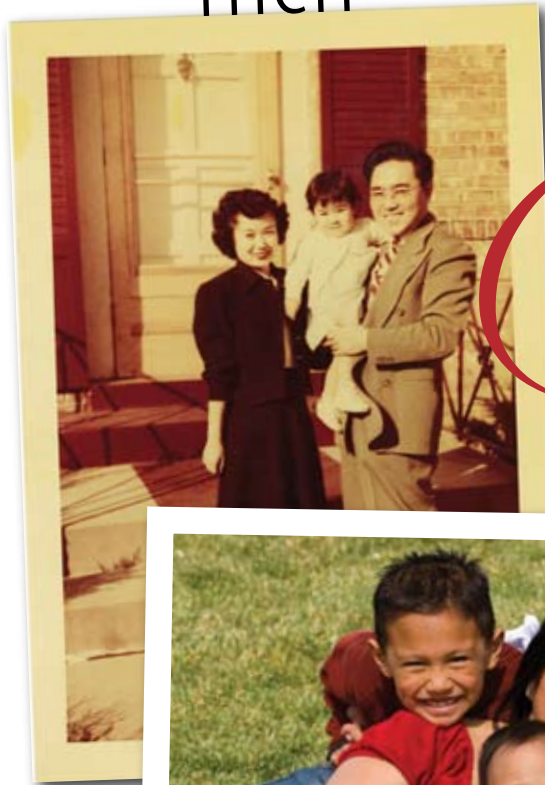
Then

Child Care:

Family life when Baby Boomers were small children was considerably different than it is for young families today. So were child care needs.

The U.S. Census for 1950 indicated that 25 percent of Utah's working-age women had joined the labor force. Now, more than 60 percent of Utah women work outside the home—more than twice the 1950 rate.

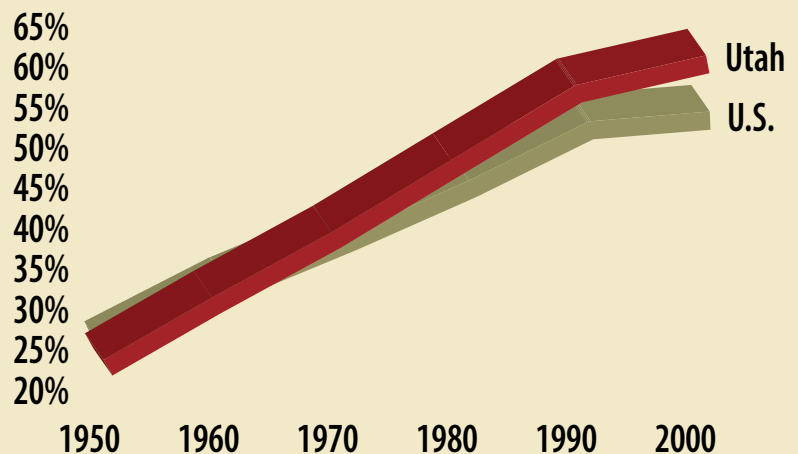
Women's participation in the workforce has been increasing at about 8 percent per decade, though it is starting to level off. As a result, the need for child care is also growing. Utah has 62,000 single-parent families. Currently in Utah, 136,000 children need quality child care. That's a significantly different picture than the Baby Boomers saw decades ago. The Utah Office of Child Care is here to help. Learn more at jobs.utah.gov/occ.



Now



Female Civilian Labor Force Participation Rates



Source: U.S. Census Bureau.

Utah Recruitment Initiative

Assisting Utah employers in maintaining a competitive edge by attracting essential talent.

With the state of Utah at basically full employment, a major talent recruiting initiative by the Governor's Office of Economic Development (GOED), in conjunction with the private sector and other state agencies, has been developed over the past several months to head off a potential labor shortage that could widely impact Utah's employers.

Beginning in October 2006, and at the personal request of Governor Jon Huntsman, GOED has formed an action group made up of representatives of the Department and specific members of the GOED Board as well as EDCUtah, Salt Lake Chamber of Commerce, recruitment companies, the Utah Department of Workforce Services, Utah Department of Commerce, Utah Technology Council along with members of private industry, tasked with development and implementation specifically of a statewide, regional, and national recruitment effort to Utah beginning first in all fields of engineering and other professionals.

At the present time some of Utah's largest employers such as ATK, Williams International, IM Flash, Micron, and L-3 Communications among others, including the Utah Technology

Council, have identified a need for immediate placement of approximately 1,000 trained engineers.

The effort by the GOED recruitment task force, according to Jason Perry, Executive Director of the Department, is to address and find ways of filling this industry need as well as being able to then replicate those recruitment actions in other fields, such as pharmacists, nurses, machinists, etc.

This effort has, and will, include actions such as a national media and marketing campaign, both paid and earned, as well as attendance by the state of Utah in partnership with private industry to recruitment trade shows around the nation.

During last year's holiday season the initiative implemented the "Here for the Holidays" media campaign with placement of ads in many of the Wasatch Front newspapers. The ads contained a special message from Governor Huntsman encouraging friends and family of those returning for the holidays to point out there were good engineering jobs to be had in Utah. That same message was directed to those who might be in Utah on ski vacations.

"GOED received more than 150 resumes immediately following the ads running," said Perry. "And we still manage to have some trickling in each week from that effort. And from what we have been able to determine several engineers obtained jobs through being motivated to begin looking in Utah because of those ads."

The national effort in the initiative will get its first exposure on Sunday, October 28, when an ad touting living and working in Utah makes its debut in a special newspaper section in cities ranging from Boston to Dallas, Austin, Houston, Los Angeles and areas of Orange County, San Diego, San Francisco and Chicago. It is estimated the ad will be seen by approximately 3.1 million readers and have a shelf life of at least 50 to 100 days.

"We are still looking for partners in all major industries to join with us in combining their recruiting efforts with those that the state is undertaking in what is shaping up to be one of the major economic development issues of the coming year," said Perry. ①

For information about the GOED recruitment initiative and to obtain a participation agreement please call (801) 538-8743.

**NOW
HIRING**

Help wanted. Ranked second for the Best State
the most dynamic economy in the United States.
It's no wonder we're looking for talented individuals.
The scenery's not bad either. Call Luke Behrman
on career opportunities or email your resume to
luke@utah.gov

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*Creative ad
campaigns
touting the
perks of living
and working
in Utah.*

**QUALITY JOBS
IN UTAH**

AS PLENTIFUL AS
THE POWDER

Ranked the "Most Dynamic Economy" in the United States by the Kaufman Foundation and the second "Best State for Business" by
Forbes Magazine, it's no wonder we're looking for engineers and other talented professionals and companies to join Utah in going to the
next level. The scenery's not bad either. Call 1-801-528-6973 for information or email your resume to resumes@utah.gov

Photograph by Luke Behrman



jobs.utah.gov/careers

Find the career information you need

A sneak peak at jobs.utah.gov/careers:



Utah Careers with a Future: Targeted Industries and Occupations

Click on any of the listings for more information. For example, if you click on Construction under the Industries heading, you'll find what's shown below.

Industries

Occupations

Unique Needs

Investigate Career

Explore Education & Training

Plan Your Career Ladder

Find a Job

Construction A Career You Can Build On!

- 24,000 new jobs in Utah by 2012!
- Work in a career field that offers variety
- Work while you go to school
- Take pride in the things you have built
- Let the world see you are capable

Knowledge, Skills, and Abilities Needed

- High school diploma or GED
- Ability to read a measuring tape
- Ability & willingness to work in inclement weather conditions
- Pass a drug test and background check
- Access to public or private transportation
- Communication skills

"I firmly believe that you never settle for what you have, always realize that there is more out there and pursue it!"



Construction Career Profiles
Profile: Todd Grandstaff, AS

Present Position: Electrical Dept Manager/Project Manager
CTI Inc., Ogden, Utah

Education:: AS- Electrical Technology: Salt Lake Community College

Future Goals: Continue to gain knowledge and start own Business

"After spending time as an Avionics Technician in the Navy, I decided to pursue a career in as an electrician. I began as an apprentice and started running my own projects in my 4th year. I then became a journeyman, then a Master Electrician and now train apprentices."

just
the
facts...

September 2007 Unemployment Rates

Utah Unemployment Rate	2.7 %
U.S. Unemployment Rate	4.7 %
Utah Nonfarm Jobs (000s)	1,266.7
U.S. Nonfarm Jobs (000s)	137,828.0

August 2007 Consumer Price Index Rates

U.S. Consumer Price Index	207.9
U.S. Producer Price Index	168.2

Changes From Last Year

	Unchanged
Up	0.1 points
Up	4.4 %
Up	1.2 %
Up	2.0 %
Up	4.0 %

Source: Utah Department of Workforce Services

August 2007 Seasonally Adjusted Unemployment Rates

Beaver	2.5 %
Box Elder	2.6 %
Cache	1.9 %
Carbon	3.2 %
Daggett	3.9 %

Davis	2.5 %
Duchesne	2.6 %
Emery	3.0 %
Garfield	5.3 %
Grand	4.9 %

Iron	2.7 %
Juab	3.1 %
Kane	3.6 %
Millard	2.6 %
Morgan	2.7 %

Piute	2.6 %
Rich	2.3 %
Salt Lake	2.4 %
San Juan	5.5 %
Sanpete	3.2 %

Sevier	2.8 %
Summit	2.2 %
Tooele	3.0 %
Uintah	2.1 %
Utah	2.3 %

Wasatch	2.7 %
Washington	2.6 %
Wayne	4.3 %
Weber	3.3 %

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Next Issue:

Theme:
A Look Forward and Back

County Highlight:
Sevier

Occupation:
Emerging Occupations

Keys to **Career Success**

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- *One-Stop Employment Center locations*
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- *Job listings, economic information and more*



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Utah Department of Workforce Services
Workforce Development and Information Division
140 E. 300 S.
Salt Lake City, UT 84111